

FINDING A HIGHER POWER

A Guide for Using State
POST Boards to Hold Cops
Accountable and Reform
Police Departments.

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THE STATE POLICE ACCOUNTABILITY AGENCIES THAT YOU SHOULD KNOW ABOUT

Law enforcement officers are professional government employees required to obtain and maintain a license. Losing a professional license is the ultimate sanction in many lines of work, but we rarely call for cops to lose their licenses when they harm the people. Though they receive little public attention, most states have an agency with the authority to ban dangerous law enforcement officers from becoming or remaining a police officers. These state agencies—often called Peace Officer Standards and Training (“POST”) boards or commissions—are also empowered to investigate civilian complaints of misconduct, establish minimum employment standards, and develop mandatory training curriculum for police officers.

What this means for you

Every member of the public has the right to file POST complaints. They are an important tool in law enforcement accountability. Our template in the section How to file a Post Complaint (p.58) makes it easy for you to collect and communicate the information POST Boards need to review each incident.

However, most of the voting public—including seasoned advocates and activists—do not know about these agencies. The National Police Accountability Project has produced this guide as a resource for advocates, directly- impacted individuals, and civil rights attorneys on how to pursue accountability and reform through POST Boards.



POST Boards Can Provide Independent and Unbiased Investigations.

Civilian complaints against a police officer are typically investigated by the internal affairs (“IA”) division of the police department where the officer works. Due to a lack of diligence and bias, IA investigations into civilian complaints are rarely sustained as true, even if there is strong evidence of misconduct¹.

In the rare event where a complaint is sustained, officers still often escape discipline².

First, POST the investigations are conducted by a person with no relationship to the officer being accused of misconduct. Instead of an officer’s colleagues or boss reviewing an incident, an investigator whose judgment is not clouded by bias is responsible for evaluating the officer’s conduct. Additionally, POST agencies do not have the same institutional incentives to exonerate officers that police departments have. Police departments that do not want to get roped into a lawsuit for their employee’s misconduct will want to say that their officers did everything by the book. In contrast, POST agencies do not have to worry about risking legal liability if they find an officer engaged in misconduct.

POST agencies are also subject to fewer restrictions than police departments when they are investigating misconduct. While union contracts often limit how and when a police department can investigate an officer, the same restrictions do not apply to POST investigations. Union contract limitations on discipline that often prevent police departments from taking disciplinary action when they find misconduct also do not apply to POST agencies.

1. Rachel Moran, Ending the Internal Affairs Farce, 64 Buff. L. Rev. 837, 859 (2016) (“internal investigations are notoriously biased in favor of fellow officers”).

2. Aaron Moselle, Report: Less than 1% of civilian complaints against Philly police result in discipline, WHYY, May 14, 2021. POST investigations offer a greater degree of independence than IA investigations.

POST Boards Provide Accountability for Sheriffs.

Sheriffs are subject to less oversight and political accountability than other law enforcement officers. State constitutions establish the powers of sheriffs and they usually do not have to answer to county government officials, even when they engage in extreme abuses of power³. In some states, the POST agency has control over sheriffs and sheriff's deputies, thus enabling the Board to issue and revoke licenses for sheriffs. Accordingly, even if a county commission could not remove a Sheriff from office for misconduct, a POST Board could make a sheriff ineligible to serve if it revoked the sheriff's license.

What this means for you

If yes, use our template in Section X to gather and communicate the facts of the incident.

If no, there are still ways to ensure sheriffs follow the law and are held accountable if they violate it. Mechanisms include: submitting a public records request to gather as much information as possible; seeking help from county commissioners, including by speaking at public meetings; filing a lawsuit; advocating for the creation of a civilian review board; and exploring mechanisms to remove the sheriff from office.

POST agencies may also have the authority to improve training and standards for sheriff's deputies, by developing curriculum and implementing mandatory policies. State-level requirements issued by a POST Board can force sheriff's departments to improve their standards, even if a county commission would not have authority to do so. For instance, an effort to remove a corrupt elected sheriff in Oregon was strongly bolstered when the state's POST Board revoked his certification. See Kimberly Cortez, *Oregon Sheriff Stripped of Certification for Life*, Oregon Live, June 24, 2025⁴. In Missouri, the suspension and revocation of a sheriff's license were integral in the sheriff losing a re-election bid. Gabe Swartz, *Ray County sheriff stripped of officer's license, banned from law enforcement in Missouri*, Aug. 19, 2024⁵.

3. Jessica Pishko, Highest Law in the Land at 17-18.

4. <https://www.oregonlive.com/crime/2025/07/oregon-sheriff-stripped-of-police-certification-for-life.html>

5. <https://www.kctv5.com/2024/08/19/ray-county-sheriff-stripped-officers-license-banned-law-enforcement-missouri/>

POST Boards Prevent Police Officers from Hiding their Problematic Pasts.

Many police officers who resign while under investigation, or are fired for misconduct, are able to find new employment at another law enforcement agency⁶. While employment consequences at one agency should raise red flags for future employers, police departments are not always willing or able to conduct thorough background checks.

What this means for you

It is common for law enforcement officers involved in controversial arrests, deaths, or other incidents to leave a department before they can be fired, and seek employment at another police agency. While some POST Boards have the authority to suspend or revoke law enforcement licenses, they may not do so without a public complaint. As leaders, we must take on the responsibility of warning our community about dangerous officers. This includes contacting state POST Boards, as well as county commissioners, mayors, police chiefs, and/or sheriffs' offices where the dangerous officer is seeking to be hired. Additionally, media exposure can increase public pressure on the people responsible for hiring and firing these officers.

Even for departments that diligently vet applicants can miss a checkered past. The officer's prior employers may not be able to provide many details on the past incident due to transitions in leadership, poor recordkeeping, or union contract provisions that require the destruction of disciplinary records after a certain number of years. By submitting a complaint to a POST agency, you can ensure there is an accurate and accessible record of an officer's misconduct that will make it more difficult for the officer to hide their problematic past. Additionally, if the POST Board decides to suspend or revoke an officer's license, that officer may be ineligible to get another law enforcement job in the future.

6. Ben Grunwald & John Rappaport, *The Wandering Officer*, 129 *Yale Law Journal* 1676, 1782 (2020).



POST Boards Help Maintain Evidence for Civil Rights Cases.

When a person brings a civil rights lawsuit for police misconduct, the fact that the officer faced employment consequences can be compelling evidence for a jury. The fact that an officer lost their license is an even stronger signal that their actions were not reasonable. Attorneys should encourage their clients to file complaints with the relevant POST agency in their state.

POST Boards are Another Avenue for Community Input on Policing Practices, Policies, and Training.

Most law enforcement officers receive their initial training at state-run academies. Further, police departments are often required to develop policies consistent with state model standards in order to receive accreditation or grants. As you'll see in the guide some POST agencies hold public hearings on and allow the community to review and comment on new standards and trainings before they are adopted.

What this means for you

In some states, you have the power to suggest ways to improve law enforcement training. Utilize experts in your community to prepare specific recommendations for training topics and content. Include the reasons this training is needed; what the goals are; and curriculum suggestions. Present these following the processes outlined by your state's POST agency.

For instance, Hawai'i invited public comment on its revisions to training materials on police pursuits following legislative changes on the issue. In Colorado, the POST agency formed a subcommittee to remove the term "excited delirium" from their training materials



and allowed public input throughout the process⁷. Members of the public generally do not have the opportunity to provide feedback on department-level policies and trainings. POST agencies allow for a unique opportunity to advocate for changes and reforms that can improve practices across the state.

If you would like to discuss pursuing accountability or reform through advocacy at a POST agency and would like guidance or support, please contact the NPAP legal team at legal.npap@nlg.org.

7. <https://post.colorado.gov/sites/post/files/documents/2023.12.01%20PB%20Meeting%20Agenda.pdf>

HOW TO USE THIS GUIDE

After crashing his car into a pole — with his three daughters inside — off-duty Downers Grove (IL) Police Officer Ryan Hart brandished guns and knives during a four-hour drunken standoff with a SWAT team. When it ended, the negotiating officer hugged Hart and told him he was “not in any trouble.” It took weeks for Hart to be charged with aggravated assault with a knife, aggravated assault with a firearm, leaving the scene of a property damage motor vehicle crash, disorderly conduct, and failure to reduce speed to avoid an accident —none of which are felonies.

In Oak Brook, Illinois, Deputy Police Chief Reid Foltyniewicz sexually harassed three female employees. Chief Brian Strockis and the village leadership put Foltyniewicz on leave and notified the Illinois Law Enforcement Training and Standards Board (ILETSB), to start the decertification process. Foltyniewicz hasn’t worked in law enforcement since 2024, but his license is still active in the ILETSB database. In 2026, his victims received a monetary settlement.

Illinois passed the SAFE-T Act in 2022 to enhance consequences for law enforcement professionals who engage in illegal, unethical, and dangerous behavior, and allow members of the public to file complaints. Prior to passage of this law, an officer had to be convicted of certain crimes in order to lose his police license. Now, officers can — technically — lose their certifications for bad conduct, even absent a criminal conviction.

But few have. As the *Chicago Tribune* editorial board pointed out: “Most decertifications are still tied to criminal convictions, not discretionary misconduct cases. The next step is not simply building the system, but using it: ensuring that cases move, decisions are made and officers and the public alike understand the outcomes.”



That is where you come in. **We created this guide to help members of the public file complaints with their individual states' Peace Officer Standards and Training (POST) Boards.** Police accountability is not just a government function, or matter for the courts. The public must be involved. We are the ones who pay officers' salaries, through our tax dollars. And we are the ones who suffer when they act egregiously.

POST Boards are an additional lever to demand accountability from officers and agencies, even though the processes do not move quickly, or always result in the outcome we want. We have to use the system to make it work better.

HERE'S HOW TO DO IT

STEP 1

Look up your state in the section “POST Board Authorities, By State.”

Find out if the state's POST Board accepts complaints from the public and invites public attendance and/or comment at meetings.

STEP 2

If your state's POST Board accepts complaints from the public, use the “How to File a POST Complaint” section to gather information and file your complaint.

Reach out to local civil rights groups for support (optional).

STEP 3

After filing your complaint, check the POST Board's website for upcoming meetings you can attend to show support for your filing.

Reach out to local civil rights groups for support (optional).

STEP 4

Consider other methods of raising awareness and enforcing accountability

such as lawsuits, public demonstrations or actions, media engagement, and advocating with local, state, and federal legislators to strengthen police accountability in your state.

STEP 5

Follow up with the POST Board

to obtain the status of the investigation after 30 days, as well as the officer's employer if they have received a copy of the complaint from the POST Board.

IMPORTANT: If your state's POST Board does not accept complaints from the public, use the information you have about the officer/incident to advocate for changing the law to allow public participation. Contact your state legislators and follow step four above.

Alabama

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	Unknown	Unknown	No

The Alabama Peace Officers' Standards and Training Commission is established under ALA. CODE §§ 36-21-41-36-21-52 (2025). It oversees officer certification and, training standards, and may revoke licenses. Its jurisdiction covers the Alabama State Law Enforcement Agency, Alabama Department of Corrections, Board of Pardons and Paroles, police departments of each incorporated city or town, and the department of each sheriff in Alabama (including all deputy sheriffs). The public is able to [contact the agency](#) via telephone, mail, and email.

Alaska

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	No	Yes	Yes

The Alaska Police Standards Council is established under ALASKA STAT §§ 18.65.140-18.65.290 (2025). It oversees officer certification and, training standards, and may revoke licenses for law enforcement officers. Its jurisdiction covers all law enforcement, probation, parole, and police, correctional officers who are employed by state, municipal, and certain tribal agencies across Alaska. APSC holds publicly-announced meetings, and meeting agendas and minutes are posted on its [website](#). The public can also [submit](#) public information requests and officer complaints.

Arizona

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	Unclear	Unclear	Yes

The Arizona Peace Officer Standards and Training Board is established under ARIZ. REV. STAT. ANN. §§ 41-1821–41-1828.02 (2025). It oversees officer certification and, training standards, and may revoke licenses for peace officers. Under AZ law, a peace officer is “any person vested by law with a duty to maintain public order and make arrests and includes constables, marshals, policemen, and sheriffs.” A.R.S. 1-215(28). That includes state, county, municipal and certain tribal officers. It also includes specialized positions such as university police, railroad police, and certain state agency investigators. The agency holds [public meetings](#), posting notices, [agendas](#), and minutes on its homepage. The public may also make public records [requests](#) to the agency. Members of the public can submit complaints by completing an [online form](#) but encourages members to file a complaint with the officer’s employer first.

Arkansas

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	Unclear	Yes	Yes

The Arkansas Commission on Law Enforcement Standards and Training is established under ARK. CODE ANN. §§ 12-9-103–12-9-603 (2025). It oversees officer certification and training standards, and may revoke licenses for law enforcement officers employed by state and local agencies, including university police officers. The agency holds [public meetings](#) in person and publishes agendas online.

California

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Yes	Yes	Yes

The Commission on Peace Officer Standards and Training is established under CAL. PENAL CODE §§ 13500–13509.6 (2025). It oversees officer certification and training standards, and may revoke licenses for all peace officers in the state. The program is voluntary and incentive-based, meaning law enforcement agencies are not required to abide by POST standards. However, 600 agencies participate in the POST program. POST holds [public meetings](#) that allow public comment and, may be subject to [public records requests](#). The public may [submit complaints](#) about peace officers to POST.

Colorado

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Unclear	Yes	No

The Peace Officers Standards and Training Board is established under COLO. REV. STAT. §§ 24-31-302–42-31-321 (2025). It oversees officer certification and training standards, and may revoke licenses for all peace officers in the state, including chiefs of police, police officers, sheriffs, undersheriffs, deputy sheriffs, state patrol officers, public university police officers, and public transit officers. Members of the public may [contact](#) various POST departments by phone or email and [submit](#) certification inquiries and complaints to the agency.

Connecticut

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	Yes	Yes	Yes

The Police Officer Standards and Training Council is established under CONN. GEN. STAT. §§ 7-294a–7-294II (2025). It provides basic, advanced, and specialized training to Connecticut police officers. It adopts and enforces professional standards for certification and decertification of Connecticut police officers. And it develops, adopts, and revises comprehensive standards programs for local law enforcement only. The agency holds [meetings](#) available to the public where public comment is permitted.

Delaware

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	Yes	Yes	Yes

The Police Officer Standards and Training Commission is established under DEL. CODE ANN. tit. 29, §§ 8205, 8401–811 (2025). It establishes minimum pre-employment qualifications for police officer applicants, minimum educational and training qualifications for permanent certification, and standards for in-service, recurring, and elective training. It also issues guidelines for local police oversight commissions, as well as reviews and examines potential misconduct of officers via hearings for suspension or revocation of certification. The agency holds [public meetings](#) and allows public comment at those meetings.

District of Columbia

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
No	No	No	N/A	No	Yes	Yes

The District of Columbia Police Officers Standards and Training Board is established under D.C. CODE §§ 5-107.03–5-107.04 (2025). It sets minimum standards for initial training and firearms training programs for Metropolitan Police Department recruits. It also determines continuing education requirements for officers, including minimum requirements for instructors of training programs.

Florida

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	No	Yes	Yes

The Criminal Justice Standards and Training Commission is established under FLA. STAT. ANN. §§ 943.11–943.175 (2025). The agency establishes minimum standards for the employment and training of full-time, part-time, and auxiliary law enforcement, as well as correctional, and probation officers. Auxiliary law enforcement officers are those employed or appointed by any government or private entity authorized by law to employ such officers, who aids or assists full-time or part-time officers. The agency holds [public meetings](#) in person and online, and permits public comment in either written or in-person format. Each odd-numbered year, the Commission is required to conduct a workshop to receive public comment and evaluate disciplinary guidelines and penalties. The Commission chair shall appoint a 12-member advisory panel, composed of six officers and six representatives of criminal justice management positions, to make recommendations to the Commission concerning disciplinary guidelines.

Georgia

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	No	Yes	Yes

The Georgia Peace Officer Standards and Training Council (POST), established under Ga. Code Ann. §§ 35-8-3 to 35-8-27 (2025), regulates officer certification, training, and discipline statewide. Its jurisdiction includes state, county, municipal, university, and emergency police officers, as well as law-enforcement support personnel such as jail officers. POST also oversees certified personnel with arrest powers employed by the Department of Transportation (Office of Permits and Enforcement), the Department of Juvenile Justice, the Department of Corrections, the Department of Community Supervision, the State Board of Pardons and Paroles, and large municipal or county correctional institutions. The agency holds [public meetings](#) for its regular business and [public hearings](#) for changes to POST rules.

Hawai'i

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Yes	Yes	Yes

The Law Enforcement Standards Board is established under HAW. REV. STAT. ANN. §§139-2-139-12 (2025). It is the state regulatory body that oversees certification, training standards, and disciplinary authority for law enforcement officers in Hawai'i. This includes county police departments and state and county agencies whose personnel are vested with police powers. The Board sets minimum requirements for hiring and, training (basic and in-service), and holds authority to suspend or revoke certifications when officers fail to meet standards, or engage in disqualifying conduct. Notices, minutes, and meeting packets for the agency are [posted publicly](#). The agency permits public comments at its meetings.

Idaho

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	No	Yes	Yes

The Idaho Peace Officer Standards and Training Council is established under Id. Code §§ 19-5101-19-5122 (2025). It provides training and certification for Idaho's law enforcement officers, dispatchers, felony probation and parole officers, correction officers, and juvenile staff. POST maintains files on all certified officers, instructors, and basic academy programs as the state's trustee for the POST Council. The agency hosts [quarterly meetings](#) that are open to the public, and members of the public can [submit complaints](#) about law enforcement officers and agencies.

Illinois

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Yes	Yes	Yes

The Illinois Law Enforcement Training and Standards Board, established under the Illinois Police Training Act, 50 ILCS 705/1, is the statewide authority responsible for setting minimum training, certification, and professional standards for all law enforcement, correctional, and court-security officers in Illinois. Its jurisdiction covers municipal, county, state, special-district, and university police agencies. The agency is responsible for ensuring compliance with mandatory training, in-service education, and certification requirements. The Board also accredits training academies, certifies instructors, and oversees officer decertification and re-certification processes. The agency holds publicly announced [quarterly meetings](#) where public comment is permitted. Complaints can be filed by emailing [this form](mailto:PTB.Complaints@Illinois.gov) to PTB.Complaints@Illinois.gov

Indiana

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	Yes	Yes	Yes

The Indiana Law Enforcement Training Board (LETB) is established under IND. CODE ANN. §§ 5-2-1-3 – 5-2-1-20 (2024). It oversees officer certification and decertification, and establishes mandatory training standards for all state, county, municipal, tribal, and (public and private) university law enforcement officers. Although the LETB does not accept civilian complaints, it does review [public submissions](#) regarding an officer’s alleged conduct that meets the statutory [decertification criteria](#). The Board’s meetings, which are typically scheduled for the third Monday of every even-numbered month, are open to members of the public. The Board [provides public notice](#) of these meetings, and members of the public may request meeting agendas, minutes, memoranda, and recordings of live transmission through the LETB’s [public records request portal](#).

Iowa

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	Yes	Yes	Yes

The Iowa Law Enforcement Academy Council is established under IOWA CODE §§ 80B.1–80.B.19 (2024). It oversees officer certification and decertification, and establishes mandatory training standards for all state, county, municipal, and tribal law enforcement officers. The Council’s meetings are open to the public, and include public comment periods of three minutes. The Council provides public notice of these meetings, which may be attended in person or by Zoom. The Council also [publishes](#) the agendas and minutes for each meeting on its website.

Kansas

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Sometimes	Yes	No

The Kansas Commission on Peace Officers' Standards and Training (KS-CPOST) is established under KAN. STAT. ANN. §§ 74-5601 – 74-5623. It oversees officer certification and decertification, and establishes the basic core training curriculum for all state, county, municipal, university, and school law enforcement and corrections officers. See KAN. STAT. ANN. § 74-5602(g)(1) - (3). The Commission may suspend, revoke, or deny the certification of a law enforcement officer who fails to meet the statutory requirements, or who has engaged in disqualifying misconduct as outlined by KAN. STAT. ANN. § 74-5616(b). The Commission [maintains a list of its certification actions](#) on its website and summarizes these certification actions in [bi-annual "Integrity Bulletins,"](#) which are also publicly available on its website. The Commission accepts [civilian complaints](#) alleging an officer's decertifying misconduct, which may be submitted in person, by phone, by email, or by mail. Although the Commission periodically holds public hearings that allow opportunity for public comment, it does not appear to provide notice of these hearings on its website.

Kentucky

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	Unclear	Unclear	Yes

The Kentucky Law Enforcement Council (KLEC) is established under KY. REV. STAT. ANN. § 15.310–15.370 (2025). It oversees officer certification and decertification, and establishes basic training standards and ongoing in-service training for all county and municipal (but not state) law enforcement officers. Its jurisdiction includes sheriffs, sworn deputy sheriffs, campus police officers, law enforcement support personnel (such as telecommunicators), public airport authority security officers, and other public and federal officers responsible for law enforcement (such as court security officers). The KLEC meets quarterly, and [publishes the agendas for these meetings](#) on its website. The KLEC also publicly posts its meeting locations, along with information on virtual attendance, but it is not clear whether members of the public are invited to provide comment at these meetings.

Louisiana

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	No	No	No

The Louisiana Council on Peace Officer Standards and Training (POST) is established under LA. REV. STAT. §§ 40:2403 - 40:2404.1 (2024). It oversees officer certification and decertification, and establishes basic training standards and ongoing in-service training for law enforcement officers at the state, county, and municipal levels. Its jurisdiction includes sheriffs, deputy sheriffs, correctional officers, military police officers in the Louisiana Military Department, security personnel employed by Louisiana state courts, and school security guards. The Louisiana POST does not provide opportunities for engagement or input from members of the public.

Maine

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	Unclear	Yes	Yes

The Board of Trustees of the Maine Criminal Justice Academy is established under ME. REV. STAT., Title 25, §§ 2801–2809. The duties of the Board of Trustees include: the training and certification of state, county, and municipal law enforcement and corrections officers; the certification of police chiefs, sheriffs, and jail administrators; and the establishment of minimum standards for mandatory law enforcement policies. The Board [publishes its meeting agendas and minutes](#) on its website, as well as its [proposed changes to policies and training standards](#) and its [annual reports to the State Legislature](#). The portions of the Board’s meetings dedicated to reviewing disciplinary cases are not open to the public, but the Board [publishes the status of its disciplinary cases](#) on its website.

Maryland

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	Unclear	Yes	Yes

The Maryland Police Training & Standards Commission (PTSC) is established under MD. PUB. SAFETY CODE §§ 3-201 – 3-218 (2024). It oversees officer certification and decertification, and establishes basic training standards and ongoing in-service training for state, county, and municipal law enforcement officers. Its jurisdiction also includes several university and community college police forces, as well as the Baltimore City School Police Force. See MD. PUB. SAFETY CODE § 3-201. Although the PTSC does not accept civilian complaints, it is responsible for developing a uniform citizen complaint procedure to be followed by all law enforcement agencies throughout the state. See MD. PUB. SAFETY CODE § 3-207(f). The PTSC is statutorily obligated to collect information on serious officer-involved incidents and discipline from law enforcement agencies throughout the state. See MD. PUB. SAFETY CODE § 3-207(b)(1). It [publishes an annual summary report](#) of this information on its website. See MD. PUB. SAFETY CODE § 3-207(b)(2). The PTSC meets quarterly or as needed, and posts its [meeting dates, agendas, and past meeting minutes](#) on its website. The PTSC also provides [training for members of the public who are involved in police reform and accountability work](#) at the county level.

Massachusetts

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Yes	Yes	Yes

The Massachusetts Peace Officer Standards and Training Commission (POST) is established under MASS. GEN. LAWS ch. 6E, §§ 1-16 (2025). It oversees officer certification and decertification of all state, county, and municipal law enforcement officers, including officers at public and private educational institutions. POST collaborates with the Municipal Police Training Committee to jointly promulgate policies and training standards. POST also receives, investigates, and adjudicates complaints of officer misconduct. Members of the public can [file a complaint using POST's online portal](#). POST [maintains public databases](#) tracking officer certification status, suspensions, complaints received, and other disciplinary records. The Commission's meetings and adjudicatory hearings are open to the public. It publishes information about [upcoming and past meetings and hearings](#) on its website.

Michigan

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	Yes	Yes	Yes

The Michigan Commission on Law Enforcement Standards (MCOLES) is established under MICH. COMP. LAWS §§ 28.601–28.616 and §§ 28.620–28.621 (2025). It oversees officer certification and decertification, and establishes minimum recruitment, selection, and training standards for all state, county, municipal, tribal, and university (both public and private) law enforcement officers. MCOLES administers the Michigan Justice Training Fund, which helps local law enforcement agencies fund their in-service training. MCOLES also administers [six other state-funded grant programs](#) for local law enforcement agencies, including one that funds salaries for new recruits. Its meetings are open to the public and include time for public comment. MCOLES publishes [information about upcoming meetings](#) and [minutes of past meetings](#) on its website.

Minnesota

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Yes	Yes	Yes

The Minnesota Board of Peace Officer Standards and Training (POST) is established under MINN. STAT. §§ 626.840–626.863 (2025). It oversees officer certification and decertification, and establishes minimum selection and training standards for all state, county, municipal, and tribal law enforcement officers. The Board also receives, investigates, and adjudicates complaints alleging an officer’s violation of the Minnesota Standards of Conduct (as outlined in [Minn. Admin. Rules § 6700.1600](#)). Members of the public [can file a complaint](#) using the POST Board Complaint Form on POST’s website. The POST Public Safety Advisory Council, established in 2020, is charged with “provid[ing] for public involvement in policing policies, regulations, and supervision.” MINN. STAT. § 626.8435(2)(a). POST publishes information about its upcoming [Public Safety Advisory Council meetings](#) on its website, in addition to the minutes of the Council’s past meetings and copies of its annual reports to the State Legislature. Members of the public interested in POST’s rulemaking activity may also attend the [Advisory Rules Committee meetings](#).

Mississippi

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	No	No	No

The Mississippi Board on Law Enforcement Standards and Training (BLEOST) is established under MISS. CODE ANN. §§ 45-6-1 – 45-6-23 (2025). It establishes and enforces minimum standards for the employment, training, certification, and professional conduct of law enforcement officers at the municipal, county, and state levels. Members of the public can [file a complaint](#) against an officer using the form on the BLEOST website. BLEOST does not hold public meetings, but it posts the [minutes of past meetings](#) on its website.

Missouri

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Yes	No	Yes (1)

The Missouri Peace Officer Standards and Training Commission (POST) is established under MO REV. STAT. § 590.120 (2025). It establishes and enforces minimum standards for the employment, training, certification, and professional conduct of law enforcement officers at the municipal, county, and state levels. The Commission also receives, investigates, and adjudicates complaints alleging an officer's violation of the standards outlined in [MO. REV. STAT § 590.080.1](#). Members of the public can [file a complaint](#) using the complaint form on POST's website. The Commission administers a [state fund](#) that helps local law enforcement agencies fund their in-service training. POST meets twice a year (April and October). Its meetings are open to the public, but it does not publish a calendar of meetings on its website. Email post@dps.mo.gov for more information.

Montana

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Yes	Yes	Yes

The Montana Public Safety Officer Standards and Training Council (POST) is established under MONT. CODE ANN. §§ 2-15-2029 and §§ 44-4-401 – 44-4-408 (2025). It oversees officer certification and decertification, and establishes basic training standards and ongoing in-service training for law enforcement officers at the state, county, municipal, and tribal levels. Its jurisdiction includes state and county correctional officers, coroners, probation officers, and public safety communications officers. Members of the public may obtain a [POST Complaint Form](#) by contacting POST staff at (406) 444-9975 or mtpost@mt.gov. POST publishes information about its [upcoming meetings](#) on its website, in addition to the minutes of past meetings and other [public resources](#). The Council allows public comment at all public meetings and is required to provide opportunity for public input before “making a final decision that is of significant interest to the public.” ADMIN. R. MONT. § 23.13.104.

Nebraska

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	No	No	Yes	No

The Nebraska Police Standards Advisory Council is established under NEB. REV. STAT. ANN. §§81-1406– 81-1409. It oversees officer certification and training standards, and may revoke licenses. It also has authority to oversee jail standards. Members of the public can file a complaint to initiate a challenge on an officer’s license with the Executive Director of the Advisory Council by mailing a summary of their case to the Nebraska Commission on Law Enforcement and Criminal Justice, 301 Centennial Mall South, P.O. Box 94946, Lincoln, Nebraska 68509. The summary should include the complainant’s contact information and as much information about the officer that they know.

Nevada

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	No	No	Yes	No

The Peace Officers' Standards and Training Commission is established under NEV. REV. STAT. ANN. §§ 289.500–289.680 (2025). It oversees officer certification and training standards, and may revoke licenses. A member of the public can submit a complaint by completing a [form](#) and emailing it to cavanaugh@dps.state.nv.us

New Hampshire

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	No	No	Yes	No

The Police Standards and Training Council is established under N.H. REV. STAT. ANN. §§ 106-L:1–106-L:16 (2025). It oversees officer certification and training standards, and may revoke licenses. The POST Council has jurisdiction over any individual who is employed by a local, municipal, county, or state governmental agency, or public university, in NH. Members of the public can file a complaint online by completing an [online form](#). The disciplinary hearing shall be public.

New Jersey

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	No	Yes	No

The Police Training Commission is established under N.J. STAT. ANN. §§ 52:17B-70–52:17b-77. It oversees officer certification and training standards, and may revoke licenses. Its jurisdiction covers state and local police, including sheriffs and campus police. Complaints about police officers are handled by the State Attorney General’s Office and can be submitted through the following [link](#)

New Mexico

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
No	Yes	No	No	Yes	Yes	No

The New Mexico Law Enforcement Standards and Training Council is established under N.M. STAT. ANN. §§ 29-7-1–29-7-4.2. A subdivision of the council called the Law Enforcement Certification Board oversees officer certification and may revoke licenses. Meetings of the Board are open to the public and subject to the requirements of the New Mexico Open Meetings Act. Board meetings have a public comment period and there is no requirement to sign up in advance of the meeting to speak. You can find the dates of upcoming meetings on the Board’s [website](#). There is not a prescribed method for the public to submit complaints to the Certification Board, but the Director does have authority to initiate an investigation if it learns about an officer’s arrest, regardless of the source.

New York

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
No	No	No	Yes	No	Yes	No

The Municipal Police Training Council is established under N.Y. EXEC. LAW §§ 839–841. It oversees training standards and certification of police agencies, but not officers. Its jurisdiction covers any police agency or department of any municipality, commission, authority or public benefit corporation having responsibility for enforcing the criminal laws of the state. While meetings of the Council are open to the public and livestreamed, there is no public comment period.

North Carolina

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	No	Yes	No

The North Carolina Criminal Justice Education and Training Standards Commission is established under N.C. GEN. STAT. §§ 17C-1–17C-19 (2025). It oversees officer certification and training standards, and may revoke licenses. Its jurisdiction covers criminal justice agencies: State and local law-enforcement agencies, State correctional agencies, other correctional agencies maintained by local governments, and juvenile justice agencies. A separate body, the North Carolina Sheriff’s Education and Training Standards Commission, possesses similar powers for training and certification of deputy sheriffs, special deputy sheriffs, sheriffs’ jailers, or other sheriffs’ office personnel governed by the provisions of Ch. 17E. Members of the public can report misconduct to the Commission’s Deputy Director. Contact information for the Deputy Director can be found [here](#)

North Dakota

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	No	No	Yes	No

The Peace Officer Standards and Training Board is established under N.D. CENT. CODE §§ 12-63-01–12-63-16 (2025). It oversees officer certification and training standards, and may revoke licenses. Its jurisdiction covers all peace officers defined as public servants authorized by law or by government agency or branch to enforce the law and to conduct or engage in investigations of violations of the law. Meetings are open to the public, although there is no public comment period. The Board’s meeting schedule can be found [here](#). There is no process for members of the public to file a complaint with the POST Board, but agencies do have an obligation to investigate misconduct and report to the board under POST regulations.

Ohio

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	No	Yes	No

The Peace Officer Training Commission is established under OHIO REV. CODE ANN. §§ 109.71–109.804. It oversees officer certification and training standards, and may revoke licenses. The Commission’s jurisdiction covers deputy sheriffs, marshals, deputy marshals, members of the organized police department of a township or municipality, members of a township police district or joint police district police force, members of a police force employed by a metropolitan housing authority, township constables, and park police. The Attorney General’s office maintains an officer certification database [here](#). Meetings of the Commission are open to the public, as are hearings on officer certification challenges, but there is no public comment period. There is no system for members of the public to submit certification challenges directly to the Commission.

Oklahoma

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Yes	Yes	No

The Council on Law Enforcement Education and Training (CLEET) is established under OKLA. STAT. tit. 70, §§ 3311–3311.18 (2025). It oversees officer certification and training standards, and may revoke or suspend licenses for peace officers working more than 25 hours per week, including police officers, sheriffs’ deputies, private security officers, and bail enforcers. The public can submit complaints against officers to CLEET online, by filling out this [form](#). CLEET also has public comment periods at its quarterly meetings, but comments are limited to agenda items. Members of the public interested in making a comment do not need to sign-up in advance.

Oregon

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	No	Yes	No

The Board on Public Safety Standards and Training is established under OR. REV. STAT. §§ 181A.355–181A.689 (2025). It oversees officer certification and training standards, and may revoke licenses. Its jurisdiction covers police officers, corrections officers, tribal police, and parole and probation officers. The Board does receive civilian complaints, but the standard process is to refer the complaint to the officer’s employer for investigation. If the officer is not employed by any law enforcement agency, the Board’s policy committee is responsible for conducting an investigation. To submit a complaint to the Board, a person can email dpsst.complaints@dpsst.oregon.gov or call 503-378-2799.

Pennsylvania

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	No	Yes	Yes	No

The Municipal Police Officers' Education and Training Commission is established under § 2163. It oversees officer certification and training standards, and may revoke licenses. Its jurisdiction covers municipal police, campus/university police, railroad/street railway police officers, Capitol Police, and Harrisburg International Airport Police. The Commission does not have a process to receive or investigate complaints. It holds quarterly public meetings and reserves time on the agenda for public comments. You can find dates and locations for upcoming meetings [here](#). There are no requirements to sign up in advance to participate in public meetings.

Rhode Island

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	No	No	Yes	No

The Police Officers Commission on Standards and Training (POST) is established under § 42-28.2-3. It oversees officer certification and training standards, and may revoke licenses. Its jurisdiction covers municipal, college, and university police officers. No funding or public engagement information is available. POST meetings are open to the public, but there is no opportunity to speak. You can find out more information about POST and its meetings [here](#)

South Carolina

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	No	No	Yes	No

The Law Enforcement Training Council is established under § 23-23-10. It oversees officer certification and training standards, and may suspend and revoke licenses. The public cannot directly file a complaint with the Council, and are encouraged to file complaints with the officer's employing agency instead. The Council does require law enforcement agencies to report misconduct to the Council, and they can be subject to a \$1,500 penalty if they fail to do so. Its jurisdiction covers any local or state officer who enforces the criminal, traffic, and penal laws of the State and has the power to effect an arrest. There is no public engagement information available.

South Dakota

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	No	Yes	No	Yes	Yes	Yes

The Law Enforcement Officers Standards Commission is established under § 23-3-28. It oversees officer certification and training standards, and may revoke licenses. Its jurisdiction covers law enforcement officers, telecommunicators, police canine teams, firearms instructors, county coroners, school sentinels, and enhanced concealed carry/use of force instructors. No funding information available. The public can file a complaint by completing this [online form](#)

Tennessee

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	No	No	Yes

The Peace Officer Standards and Training Commission (POST) is established under § 38-8-102. No additional authority or jurisdiction information is available. POST accepts from the complaints submitted via the “Office/Agency Complaint Form,” which is available [here](#). POST holds public meetings, but there is no opportunity for the public to provide comments. You can find upcoming meetings [here](#)

Texas

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Yes	Yes	No

The Texas Commission on Law Enforcement (TCOLE) is established under Occupations Code § 1701.151. TCOLE’s jurisdiction includes sheriffs, sheriff deputies, police officers, constables, and agency investigators. It oversees officer certification and training standards, and may revoke licenses. Members of the public can file a complaint by completing this [form](#); and emailing it to this address: complaintrequest@tcole.texas.gov. The Commission permits public comment at its monthly meetings.

Utah

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	No	Yes	No

The Peace Officer Standards and Training Council is established under § 53-6-106. It oversees officer certification and training standards, and may revoke licenses. Its jurisdiction includes all peace officers in the state, including sheriffs deputies. Members of the public submit complaints to challenge an officer's certification by completing the following [form](#). Council quarterly meetings are open to the public, but there is no dedicated open comment period.

Vermont

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	No	No	Yes	Yes

The Vermont Criminal Justice Council is established under § 2351. It oversees officer certification and training standards, and may revoke licenses. Jurisdiction includes officers and agency heads of municipal and county law enforcement agencies. Members of the public can file a complaint by completing this [form](#). There is no dedicated public comment at biweekly meetings, but members of the public can serve on a Council committee by emailing the following address: lindsay.thivierge@vermont.gov

Virginia

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	No	Yes	No

The Department of Criminal Justice Services is established under § 9.1-102. It oversees officer certification and training standards, and may revoke licenses. Its jurisdiction covers state and local law enforcement agencies, corrections officers, jail officers, employees of the juvenile justice system, private security, K-12 School Resource Officers and security officers, and higher education campus police. Members of the public can file a complaint with CJS by submitting this [form](#). CJS has public meetings for certification and training, with public comment periods in most meetings. You can find out more about the public meetings, including dates and agendas, at the following [link](#)

Washington

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	Yes	Yes	No	No

The Washington State Criminal Justice Training Commission is established under 43.101.020. The Commission's jurisdiction includes police, tribal police, sheriffs' deputies, and corrections officers. Members of the public can file a complaint online. More information about the complaint investigation process can be found [here](#). Commission meetings have a public comment period, but members of the public are not permitted to speak on open certification matters. A person can provide public comment virtually or in-person. More information about commission meetings can be found at the following [link](#)

West Virginia

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	No	No	Yes

The Law Enforcement Professional Standards Subcommittee is established under § 30-29-2. Its jurisdiction includes all peace officers, including municipal police and county sheriffs' deputies. The Subcommittee does not accept complaints from the public, and encourages people to file complaints with the internal affairs division of the agency employing the officer engaged in unprofessional conduct. The Subcommittee has public meetings, but there is no public comment session.

Wisconsin

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	No	Yes	No	No	Yes

The Wisconsin Law Enforcement Standards Board is established under 165.85. The Board's jurisdiction includes police officers, tribal officers, jailers, juvenile officers, and sheriffs. There is no process to submit a complaint directly to the Board, and the Board does not have a public comment period in its public meetings.

Wyoming

Can Issue License	Can Revoke License	Accepts Civilian Complaints	Jurisdiction over Sheriff Deputies	Public can Speak at Meetings	Public can Provide Input on Training and Policies	Civilians on Board
Yes	Yes	Yes	No	No	Yes	No

The Peace Officer Standards and Training Commission is established under § 9-1-702. It oversees officer certification and training standards, and may revoke licenses. The Commission's jurisdiction covers police officers, corrections officers, jailers, and dispatchers. POST can investigate complaints made by the public. The only requirement for the complaints is that they be in writing and signed. POST meetings are open to the public, but there is no public comment period.

KEY FINDINGS

There are state-level agencies that control who gets to be a police officer.

Police officers need a state-issued license to work in most states and there is a state agency in charge of who gets to obtain and keep their license.

If you are a victim of police misconduct, you may be able to report the offending officer to a state agency that will conduct an independent investigation and decide if the officer gets to continue to serve in law enforcement.

Many states accept civilian complaints and will conduct investigations into officer misconduct if a member of the public submits a complaint to them. Even if an internal affairs division of a police department ignored a civilian complaint, state agencies can do their own investigation and hand down their own consequences.

Most states rely on their POST Board to set minimum training standards and develop training curriculum for all of the police officers in their state.

The initial training that most police officers receive is created by state-level POST agencies. These agencies also set the minimum number of training hours and establish model policies for local police agencies.

In some states the public can review, comment on, and influence training standards.

Unlike local police agencies, some state POST Boards share their training standards and policy guidance with the public before they are adopted. Some state POST Boards also permit the public to review and comment on the policies and trainings. This can be an important point of intervention for communities to raise the bar for the trainings and policies of their local police department.

Sheriffs have few checks on their power but the POST Board can be one.

Even though sheriffs are typically not accountable to other county-level elected officials, they are still considered law enforcement officers in some states and must have state-issued certifications to serve in their role. If a sheriff is not meeting the minimum requirements to serve as a law enforcement officer, POST agencies can be a forum for the public to hold them accountable.

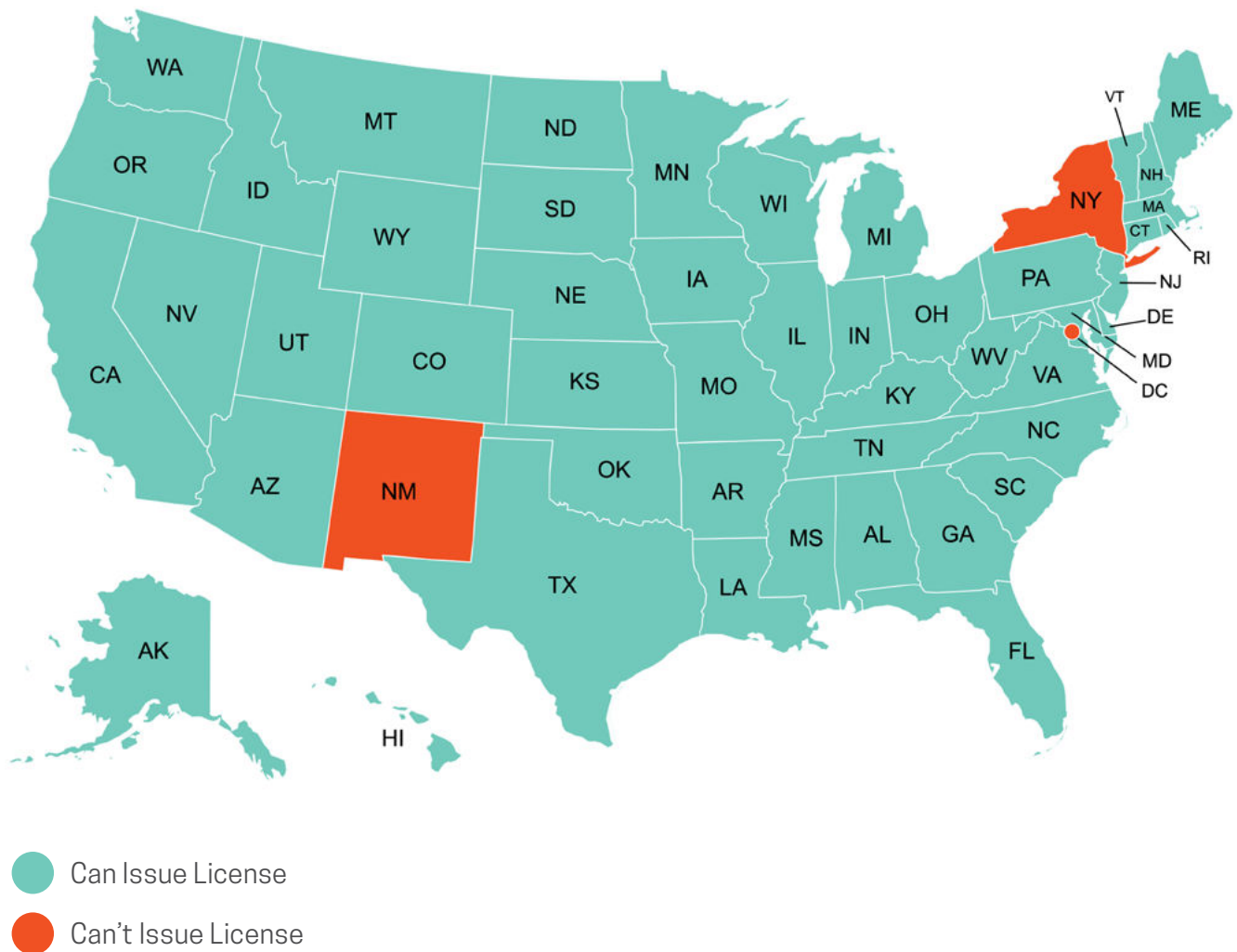
If you live in a state with a weak POST Board, you have the power to change that.

The powers of POST agencies are set by state legislation. Even if you live in a state that does not permit for civilian complaints, public comment on training, or sheriff certification requirements, you can work to change that so your POST Board has those powers.

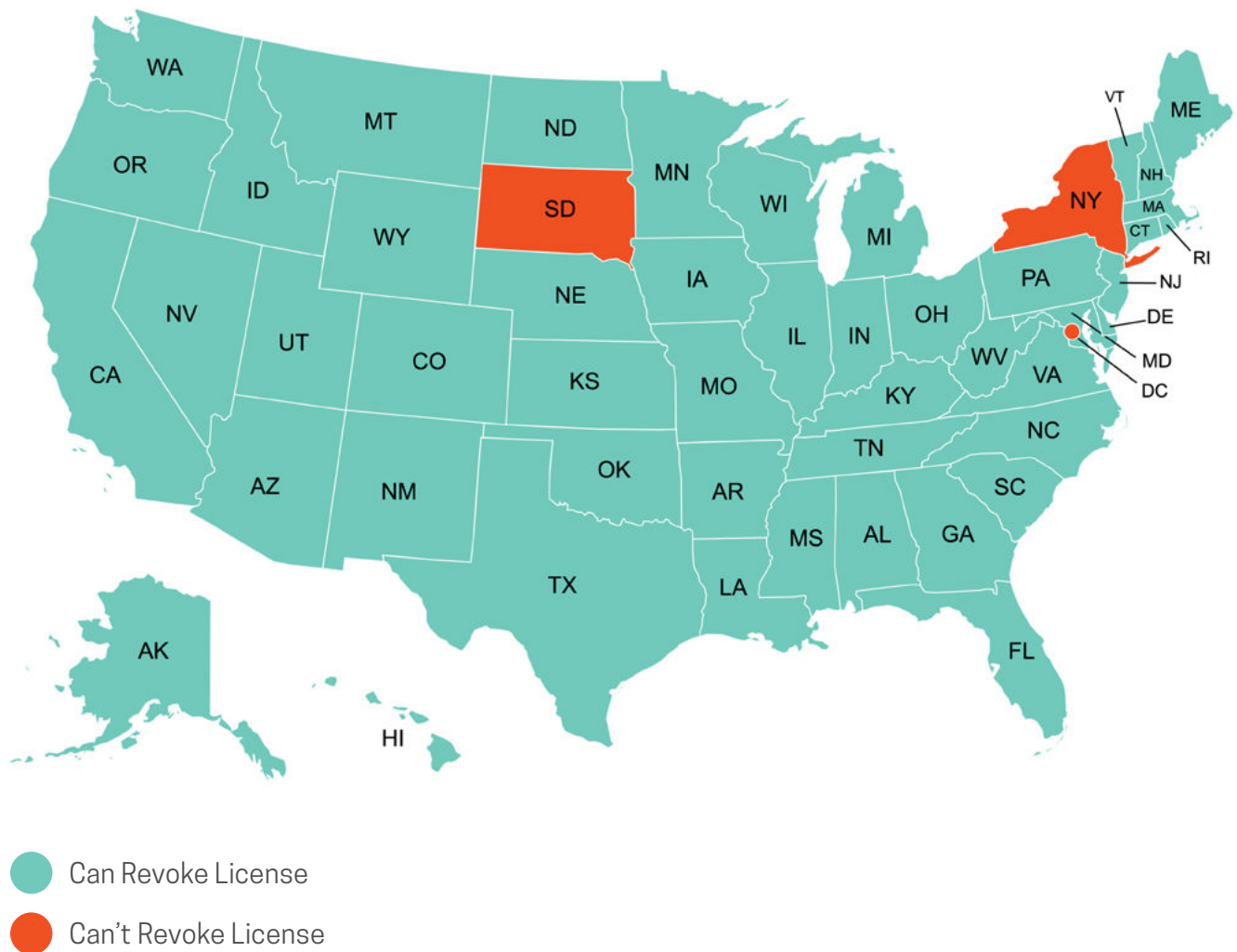
POST BOARD AUTHORITIES, BY STATE

Find your state and figure out
how you can use your POST Board
to hold police accountable.

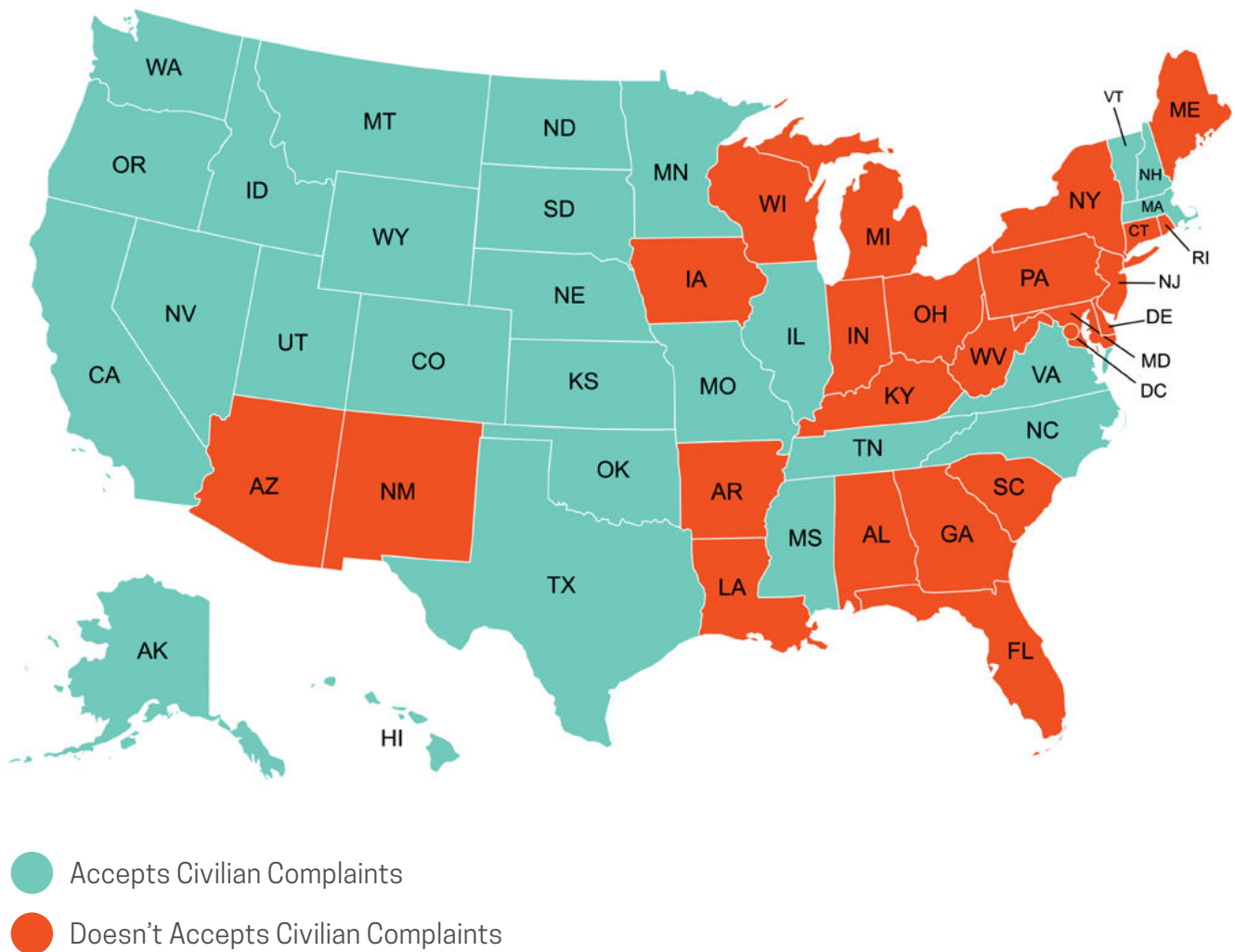
Can Issue License



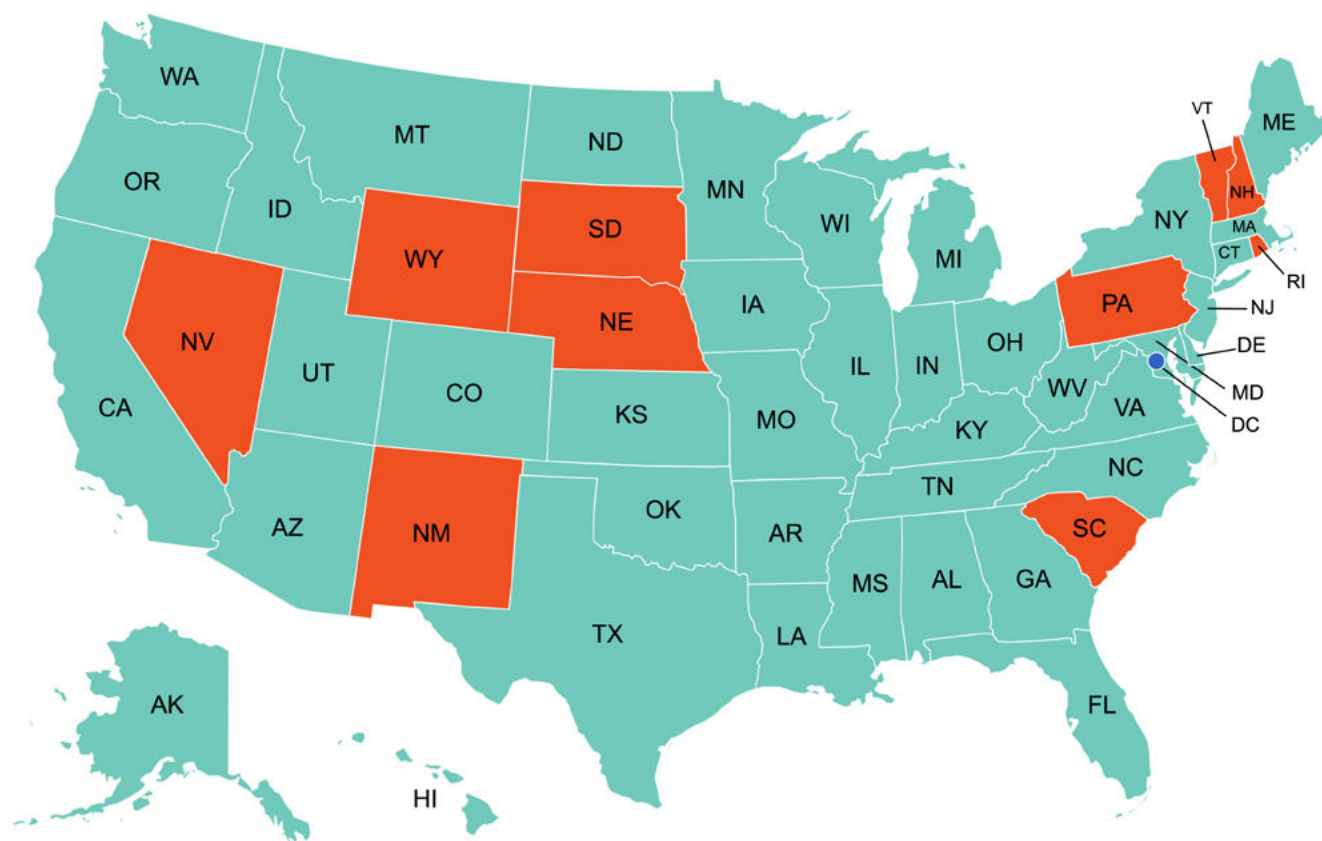
Can Revoke License



Civilian Complaints

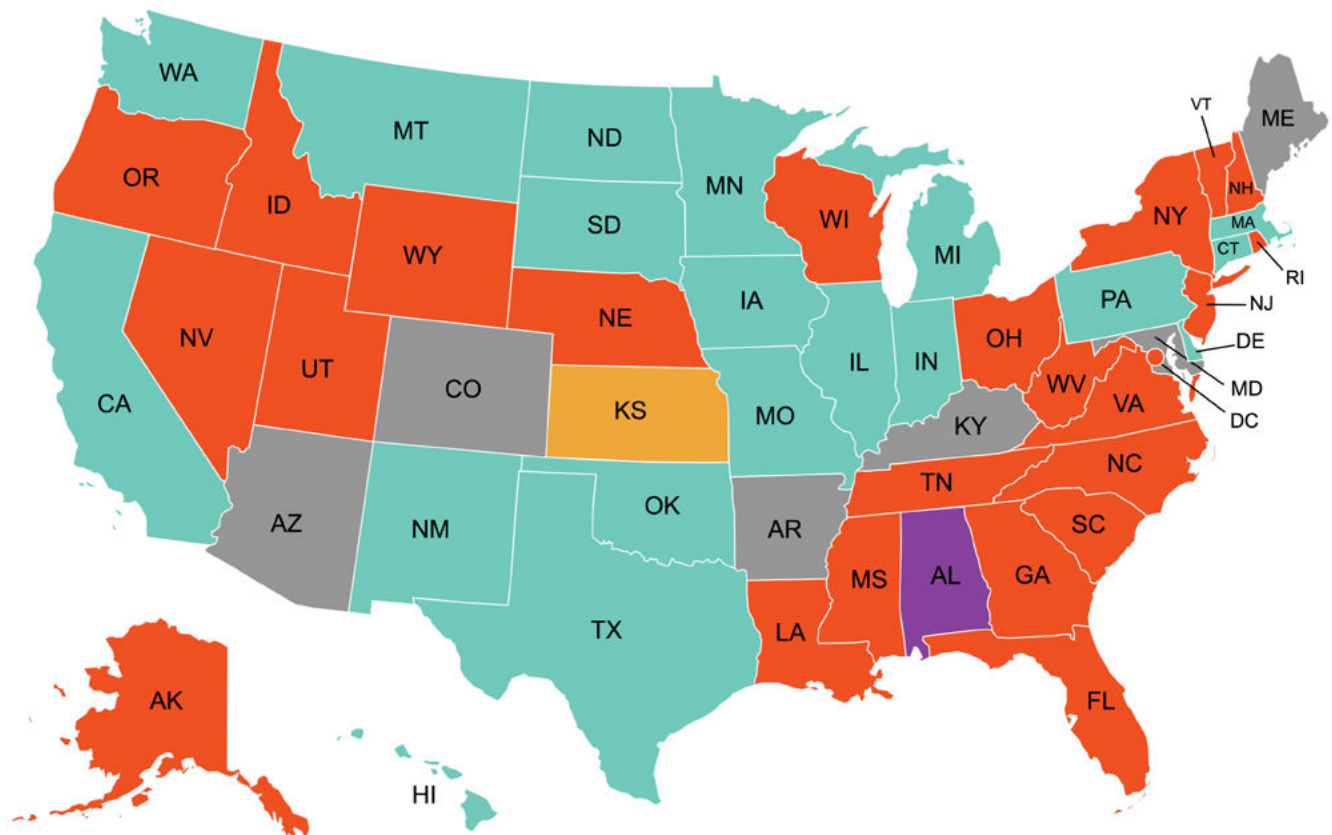


Jurisdiction over Sheriff Deputies



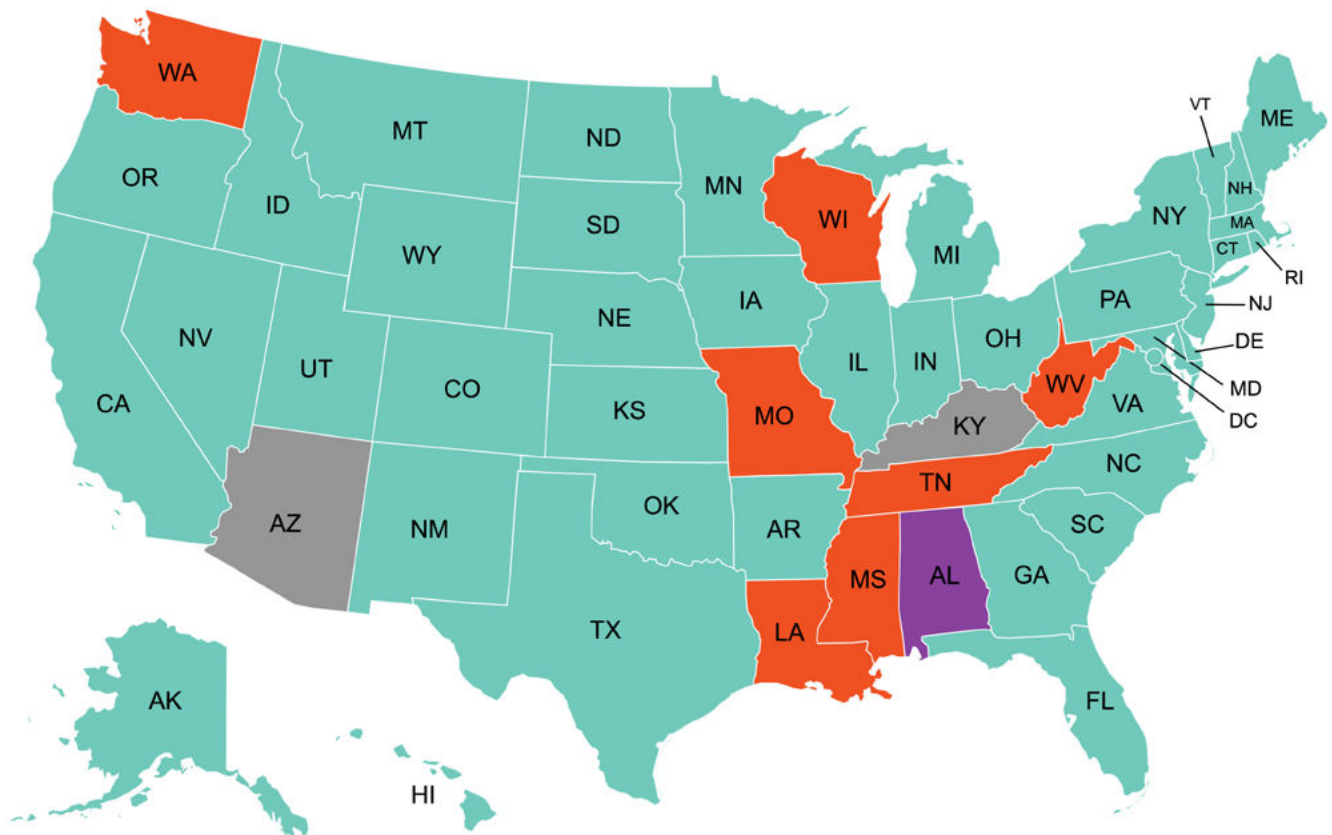
- Jurisdiction over Sheriff Deputies
- Doesn't have Jurisdiction over Sheriff Deputies
- N/A

Speaking at Meetings



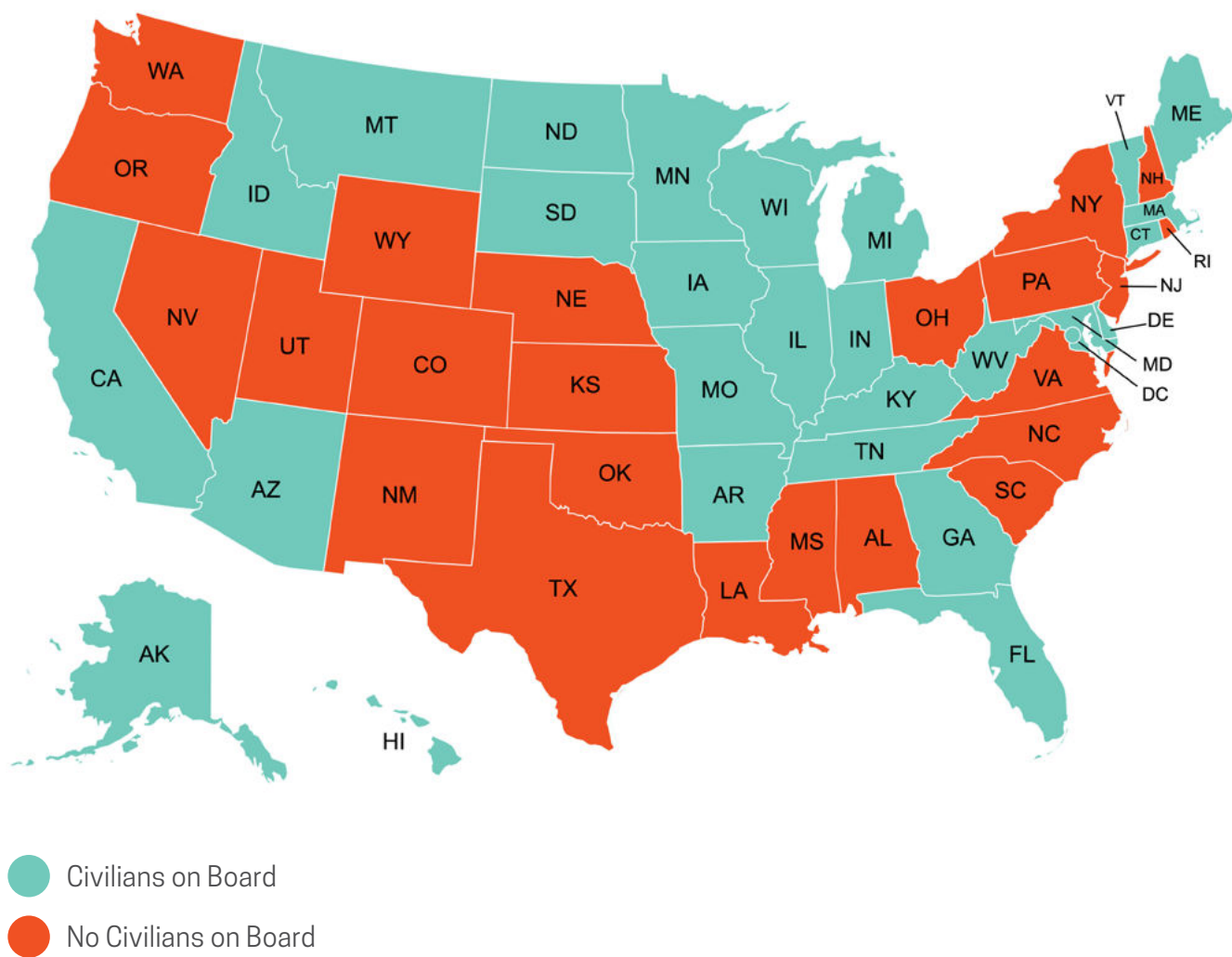
- Public Can Speak at Meetings
- Public Can't Speak at Meetings
- Unclear
- Sometimes
- Unknown

Input on Training and Policies



- Public Can Provide Input on Training and Policies
- Public Can't Provide Input on Training and Policies
- Unclear
- Unknown

Civilians on Board



When It Comes to POST Board Authorities, Three States Stand Out: California, Hawai'i, and Illinois

States with the strongest POST Board authorities offer the truest framework for police accountability. They are Boards that have the power to issue and revoke the licenses of police officers; receive and investigate complaints from civilians; hold authority over sheriffs' offices (in addition to other law enforcement agencies); and broadly incorporate public participation, including the membership of civilians on the Board.

States lacking these features present opportunities for reform to strengthen oversight, as was recently accomplished in Illinois with the SAFE-T Act. According to our research, New York has one of the weakest POST Boards in the country. The Municipal Police Training Council (MPTC) cannot issue or revoke law enforcement licenses, and does not allow civilians to file complaints, speak at meetings, or participate as members. It does have jurisdiction over sheriffs' offices and allow civilians to provide input on training.

Washington, DC also has one of the weakest POST Boards. It cannot issue or revoke law enforcement licenses and does not allow civilians to file complaints or speak at meetings. It does allow civilians to be members of the Board and provide input on training. (There is no sheriff in Washington, DC.) Because DC is not an independent state, Congress wields extraordinary control over the city's laws and operations.

Three states tick all the boxes when it comes to law enforcement oversight. The POST Boards in California, Hawai'i, and Illinois can issue and revoke law enforcement licenses; receive and investigate civilian complaints; hold authority over sheriffs' offices (in addition to other law enforcement agencies); and allow citizens to serve on the Boards, speak at meetings, and provide input into training.



Licensing Powers

- Most states grant their POST Board the authority to both issue and revoke law enforcement licenses — a critical tool for accountability.
- POST Boards in Oregon, Nevada, Utah, Texas, South Dakota, Nebraska, Ohio, South Carolina, Virginia, Vermont, Rhode Island, and New Hampshire can issue but not revoke licenses.
- POST Boards in Washington, New Mexico, Tennessee, Washington, DC, and New York can neither license nor revoke the licenses of law enforcement officers.

Jurisdiction Over Sheriffs' Offices

- Most states extend POST Board authority to cover sheriffs' offices, enabling some scrutiny of an otherwise difficult-to-hold-accountable elected official and their employees.
- When states exclude sheriffs from POST jurisdiction, they widen a significant gap in oversight that already exists due to sheriffs' being elected, not appointed, officials.

Public Participation

- States on the western half of the country are more likely to accept and investigate civilian complaints than states on the east coast and in the south of the United States. Eleven of the thirteen original U.S. colonies do not allow civilian complaints (Massachusetts and North Carolina being the exceptions).
- Where civilian complaints are not accepted, accountability is reduced. Despite the fact that taxpayers fund POST boards, they have no way of directly seeking help from them when they harmed in many states.

- Less than half of the states allow public comment at POST Board meetings; more than half do not, or have unclear policies.
- Half of the states include civilian members on their POST Boards, adding an independent perspective to decision-making, while half do not.
- Most states permit public input on training curriculum and standards.



HOW TO FILE A POST COMPLAINT



A. Before You File

1 Collect Evidence

- Date, time, location of the incident.
- Officer's name, badge number, agency, or a description of the officer.
- Witness names and contact information.
- Photos, videos, medical records, camera locations.

2 Review the Complaint Submission Requirements for Your State

- Check Deadlines.
- Check What Information is Needed to Process Forms.
- Be Aware of What Your POST Agency Can and Cannot Do.

3 Seek Out Legal Support

Get an attorney or skilled legal worker's assistance in drafting the complaint.

B. Writing the Complaint

1 Stick to facts, not conclusions.

"Officer Jones shoved me hard enough that I fell" is better than "Officer Jones assaulted me."

2 Use simple, chronological storytelling.

3 If you fear retaliation, state it clearly.

C. Filing the Complaint

✓ Connect with local civil rights groups

NPAP members, ACLU affiliates, local organizers.

✓ Review and follow the instructions for filing a complaint in your state. Use the filing method directed by the agency.

✓ Keep copies of:

- Your complaint.
- Any receipt confirmation from POST.

✓ If the board forwards complaints to the officer's employer (as in many states), follow up with both.

D. After You File

1 Track your complaint.

Note the timeline using a simple tracker.

2 Ask POST about investigation status after 30 days.

3 Use the POST complaint to support:

- Civil suits
- Local reforms
- Media coverage

